



GROWING TOGETHER

21 DAY

Equity Challenge



Michael DeVaul
National Executive Director,
Boys & Young Men of Color
YMCA of Metropolitan Washington, DC |
YMCA of the USA

Has 41 years experience working for the YMCA and is best known as an Innovator, Change agent, Purpose Driven Impact and Social Entrepreneur. He currently Serves as the National Executive Director, Boys and Young Men of Color. He is a Live Podcast Host, Storyteller, Belonging Strategist & President Obama Champion for Change.

He is most proud of the professional accomplishment of having created his Y roles for the past 15 years.

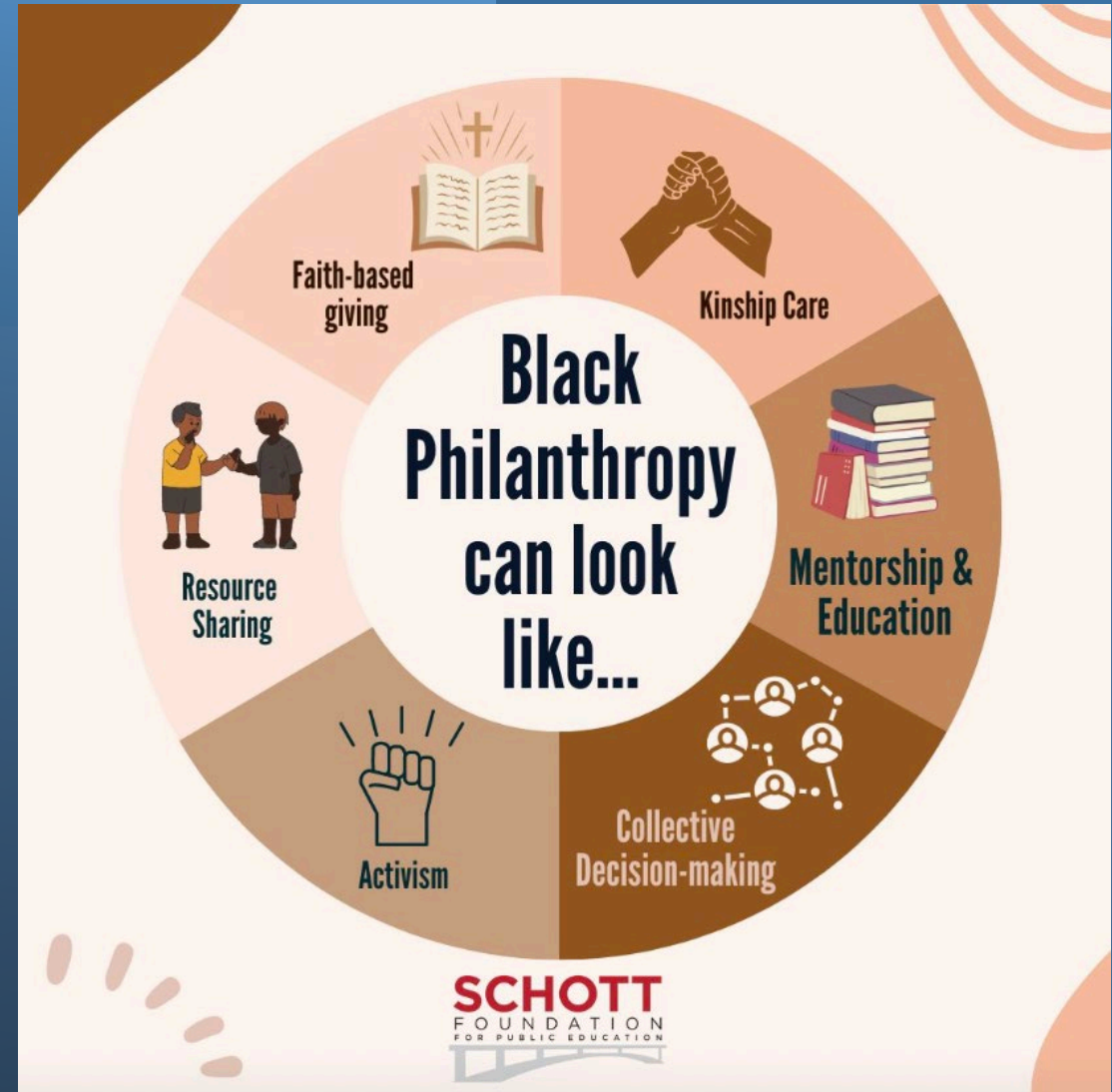


What do I hope to accomplish today?

Challenge you to think about your WHY

How is your WHY connected to your What

What does History tells us What's possible



What Role did the YMCA play in boosting educational outcomes in our Founding?

- Many consider the Peabody Education Fund, established in 1867, the first nonprofit organization in America. Its main goal was to help integrate poor white and formerly enslaved people in the south and assist in the rebuilding of the educational system after the devastation of the Civil War.

What problem did we attempt to solve as a YMCA?

What can we learn about the past that can inform our future?

What makes driving towards equity so hard?

The Nonprofit Sector challenge, what if we change the order of our thinking?

Why systems change thinking is critical to positive community change

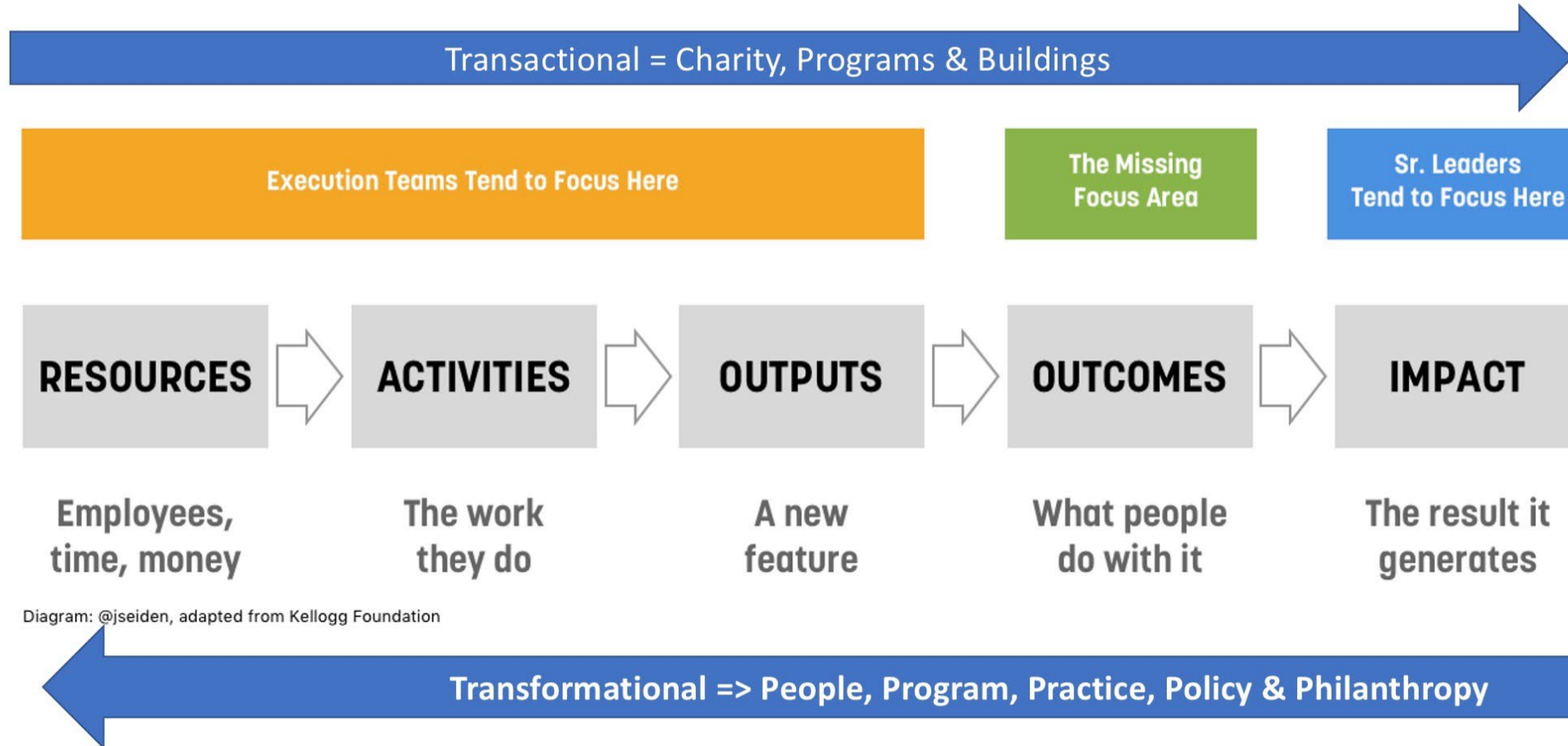


Diagram: @jseiden, adapted from Kellogg Foundation

How Managers Become Leaders by Michael D. Watkins

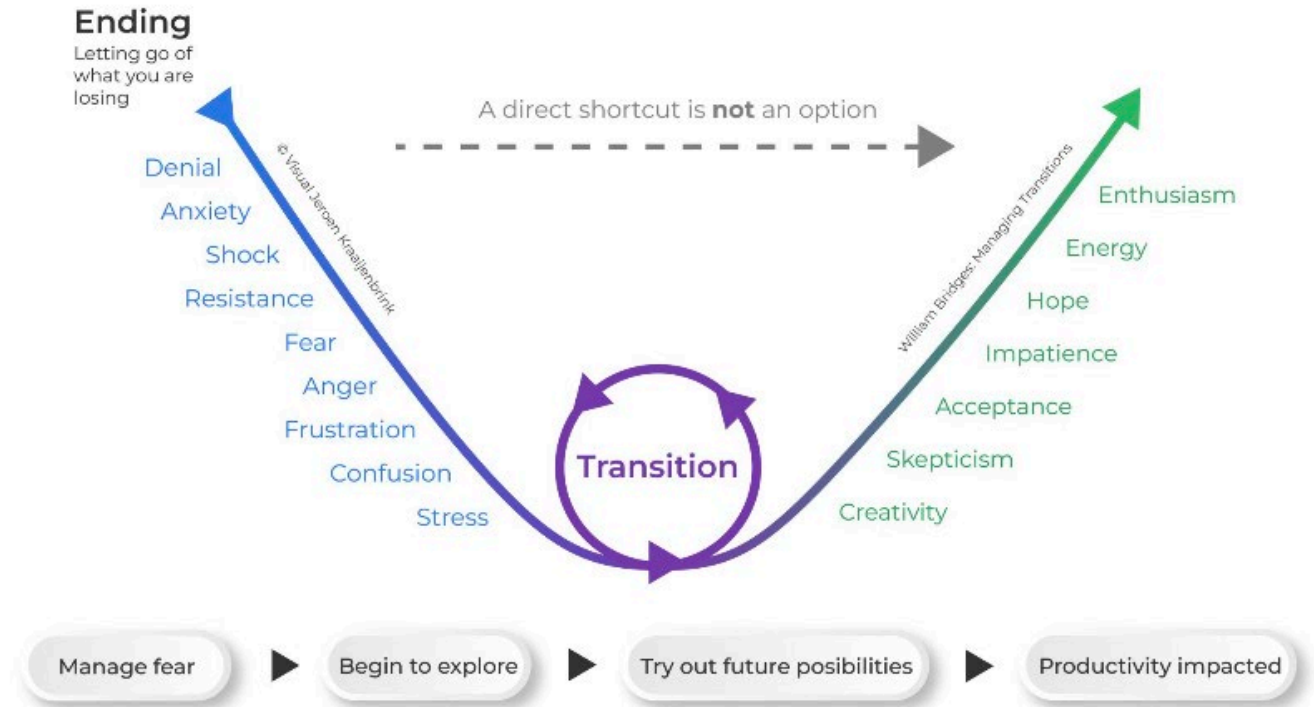
"New enterprise leaders must move from being a specialist to a generalist; from analyzing data to integrating knowledge from multiple sources; and from implementing tactics to developing strategies. They also need to transform themselves from bricklayers into **organizational architects**; from problem solvers into agenda setters; and from warriors intent on beating the competition into diplomats who engage with a full range of stakeholders."

<https://lnkd.in/gPBh79Ef>

Harvard Business Review

The Emotional Roller Coaster of Change

(and why there are no short cuts)





WHAT STOOD-OUT IN THE BOOK?

- TAKE TIME TO REFLECT
- THE IDEA OF "RESIST"
- ... WE'RE ON THE JOURNEY!
- WE'RE NOT IN THE RIVER! ...
- ASKING WHY NOW?



TEAMWORK MAKES THE DREAM WORK!



WHO ROCKED THE BOAT?

EMOTIONAL: JOURNEY OF CHANGE

THERE ARE NO SHORTCUTS!



MOVE THROUGH THE "DARK" TO GET TO THE OTHER SIDE



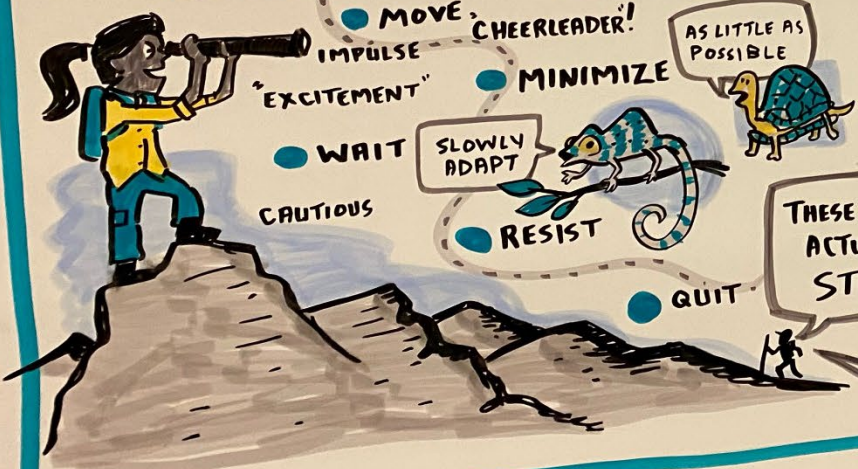
I'M A FUN-GUY! (NOT A FUNGI)



NAVIGATING CHANGE

THE CHANGE DILEMMA

70% OF ORGANIZATIONAL CHANGE FAILS!



BEHAVIORS: ACTION ORIENTED

BRING NEW PEOPLE IN... PUSH OTHERS OUT!

THESE ARE ALL ACTUALLY STRENGTHS!

WE NEED THEM ALL!

WHO'S MISSING?

- CAPTAIN?
- HYPE-MAN!
- "GLUE"
- NAVIGATOR
- ORGANIZER
- "SABOTEUR"
- REVOLT

FEELINGS?

- ANXIETY!
- FEAR
- SECURITY

CHALLENGE?

- BURNOUT
- FRUSTRATION
- OVERWHELMED!

IF YOU THINK ABOUT IT... WE BALANCE EACH OTHER!



• RISK

The Five Invaluable Benefits of Resistance



RECLAIM, REVIVE, RESTORE, REIMAGINE

THE EQUITY IS IN THE ACTIONS

GOAL: Improve opportunities and outcomes for boys and young men of color in 100 Cities by 2025 which will strengthen workforce development and revive more inclusive economy

- I. 70% of boys/young men of color will access high quality, nurturing, culturally-responsive, learning environments by 2025
- II. 70% of boys of color will have stabilized and improved their grades by reducing suspensions, improving attendance.
- III. 100% of boy/young men of color will have completed pre and post test social/emotional self assessment
- IV. By 9th grade, boys should have access to high quality post-secondary and career pathways for all boys/young men of color by 2025.

1st & 2nd Cohort Boys & Young Men of Color YMCAs

Alabama – Huntsville, Montgomery
California – Los Angeles, Sacramento, Salinas, **San Francisco**
Colorado - Denver
Florida – **Jacksonville, Stuart**
Georgia – Atlanta, Rome
Illinois – Chicago, Evanston, **Rockford, Schaumburg**
Iowa – **Davenport, Glasgow**
Indiana - Indianapolis
Kentucky - Louisville
Louisiana – **Baton Rouge, New Orleans (*Dryades)**
Massachusetts – **Boston, Malden**
Maryland - Baltimore
Minnesota - Minneapolis
New Jersey – **Basking Ridge, Elizabeth, Montclair, Newark, Trenton**
Pennsylvania – **Philadelphia**
Ohio – Cincinnati, Marion, **Youngstown**
Michigan – Ann Arbor, **Detroit**
Missouri – **St. Louis**
New York – **Albany, New York, Rochester, Syracuse, Yonkers**
North Carolina – Charlotte, **Henderson, Raleigh, Winston-Salem**
South Carolina – **Myrtle Beach, Spartanburg**
Texas – Dallas, **San Antonio**
Virginia – **Lynchburg, Norfolk**
Washington, DC
Wisconsin – Milwaukee, **Racine**

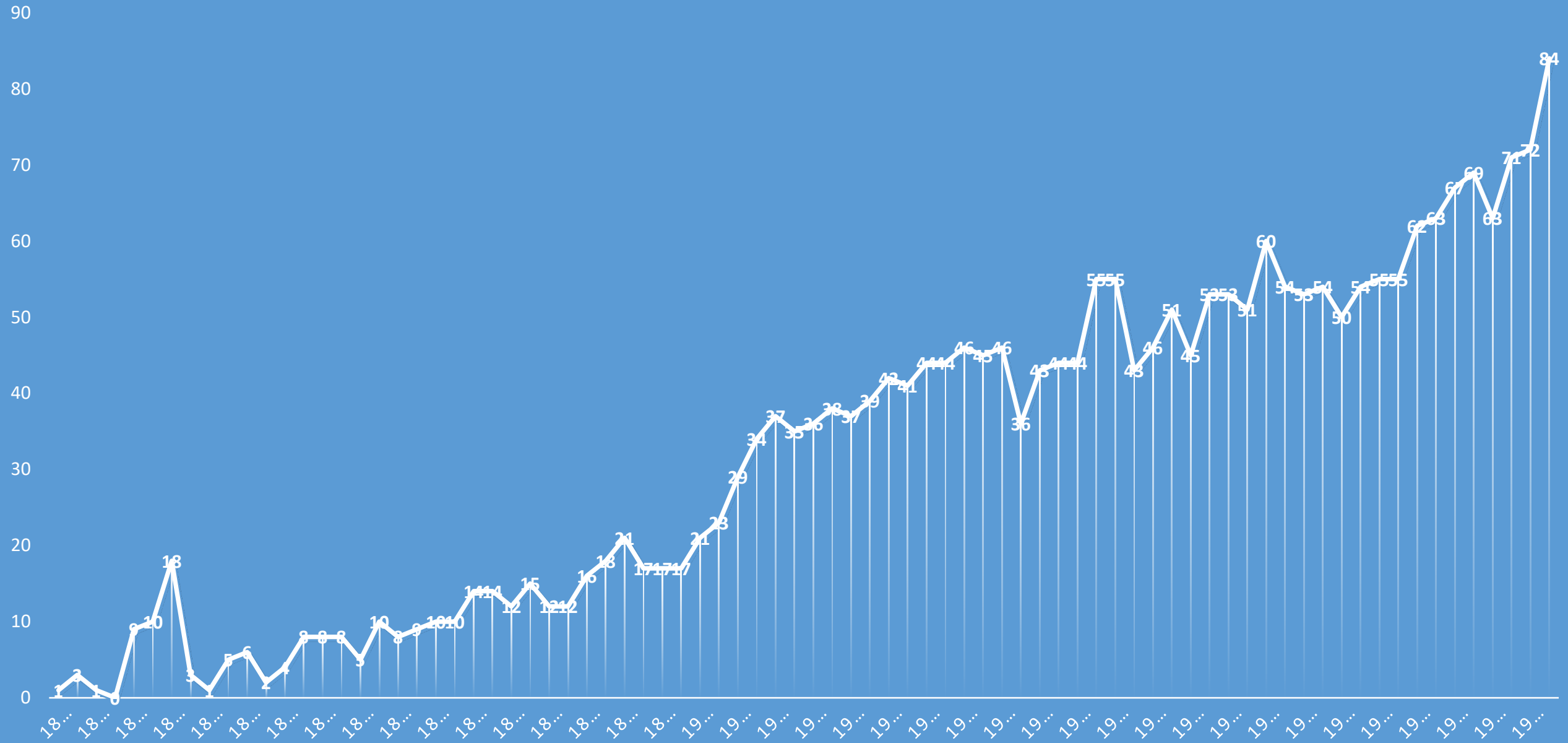
White = 1st cohort

Yellow = 2nd cohort

* Target Audience ages 11-17

NUMBER OF BLACK CITY YMCAS

— Number of Black city YMCAs



BOYS & YOUNG MEN OF COLOR | BYMOC

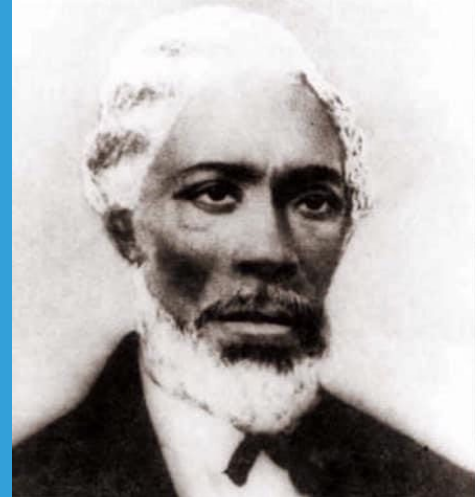


HBCUs & the YMCA can DO

Revive/Restore the onramp to increase college enrollment for Males of Color

History is our starting point

21 Day Equity Challenge
August 16, 2023



IDENTITY DEVELOPMENT AND BELONGING IS FOR SYSTEMS TOO

Our Past

- 22 HBCU Students Ys
- 27 on Native American Land
- 5 HBCU Presidents

David Jones, Bennett College
J.B. Watson, Arkansas State
John W. Davis, West Virginia State
Mordecai W. Johnson, Howard
Benjamin E. Mays, Morehouse

What problem can we solve
Together?

Currently, 33% of HBCU
College Enrollment is
Males of color, can we increase
it by 10-20 % together?





Thank you for your time today



Solution:

Until we talk more about culture, develop and increase cultural competency and cultural responsiveness as a fundamental youth development practice, we will continue to talk about the crisis not the opportunity.

**Don't lose yourself in this Movement,
find yourself and your WHY**

BYMOC Team:

Devin Anglin, National Coordinator, Boys and Young Men of Color
Michael DeVaul, National Executive Director - Boys and Young Men of Color
Tasha Johnson, Ph.D., Senior Director Equity and Youth Development